

May 9, 2003

Chief Thomas states the following:

“I am very happy that the PFC has selected an internal candidate as my successor.

I believe succession planning is a part of a Chief’s job and to have two internal candidates as the finalists show that we accomplished that mission over the last five years. Both Norm and Sam are good people, well educated, and have great skill sets. As a team they will compliment each other.

Sam will do well in the position of Chief. He has the passion to continue moving the department forward. We are happy for him and his family. Norm has been a great Deputy Chief; he is a person of character and I know he will sustain his enthusiasm and motivation for the greater good of the community.

As a team, they will be a good fit for the new City Manager and other department heads to accomplish the strategic plan that has been developed.